



THE RESERVE COMPONENTS OFFICER PROMOTION PROCESS

**HOW A RESERVE COMPONENT (RC)
OFFICER GETS PROMOTED**

**(DOWNLOAD AND VIEW WITH SPEAKER
NOTES)**

**Updated APR '04
OFFICE OF PROMOTIONS (RC)**



PURPOSE

- To provide RC commissioned officers and USAR warrant officers with information about the officer promotion process.
- To provide RC officers with information that will help them better manage:
 - Their careers.
 - Their subordinates' careers.



BOARD TIMELINE



C-90 through convene date:

Office of Promotions (RC) screens/reviews electronic board file.
Educationally qualified and non-educationally qualified scrub.
Board files continually updated as hardcopy documents that arrive are scanned.

=Board Convenes



C-205 days:

List of eligible officers sent to various commands for scrub

C- 60 days:
Exact board file can be viewed on-line.
Notification letter emailed.

C- 120 to C-90 days:
Electronic board file created.
Notification letter mailed.

C-210 days:
Officers to be considered identified.



ELECTRONIC BOARD FILE

■ PERFORMANCE DOCUMENTS:

■ EDUCATION & TRAINING DOCUMENTS:

■ COMMENDATORY DOCUMENTS:

■ DISCIPLINARY DOCUMENTS:

■ ENCLOSURES:



HOW CAN I HAVE THE BEST PROMOTION FILE POSSIBLE?



- Ensure highest civilian/military educational documents present.
 - Be educationally qualified! (refer to AR 135-155 and slide # 6).
- Ensure all OERs/AERs are present (OERs must be profiled).
- Submit a photo.
 - Does not need to be perfect.
 - Must be in Class A uniform.
 - No State/Territory NG awards. No IG, GS, Cavalry Branch.
 - If above screening weight, attach body fat worksheet (DA 5500/5501).
- Send letter to Board President.
 - If important and NOT in file, address.
 - Address periods of inactivity.
 - Concise and not self-serving

OFFICE OF PROMOTIONS (RC)

- Submit an OPR (ACP/IPR/IMA) DA Form 2-1 (TRU/NC).⁵



APL EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CPT:**
 - Baccalaureate Degree (Need diploma and/or transcripts)
 - Any Officer Basic Course (OBC)
- **To MAJ:**
 - Any Officer Advance Course (OAC)
 - BSN for non-66F Army Nurses
- **To LTC:**
 - 50% CGSOC or equivalent
- **To COL:**
 - 100% CGSOC



RC WARRANT OFFICER EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CW3:**
 - WO Officer Basic Course
- **To CW4:**
 - WOAC or SWOT(Senior Warrant Officer Training)
 - AMEDD OAC for 640A and 670A
 - WO OBC only for 131A, 132A, 180A, 215D, 880A, 881A, 921A.
- **To CW5:**
 - No requirement for selection, but is for promotion.



RC APL SELECTION BOARD PROMOTION ZONES



- **TO CPT:** NOV '04 BOARD DOR \leq 31 AUG 01
 NOV '05 BOARD DOR \leq 31 AUG 02
 NOV '06 BOARD DOR \leq 31 AUG 03
- **TO MAJ:** MAR '05 BOARD DOR \leq 31 AUG 99
 MAR '06 BOARD DOR \leq 31 AUG 00
 MAR '07 BOARD DOR \leq 31 AUG 01
- **TO LTC:** SEP '04 BOARD DOR \leq 31 MAR
 SEP '05 BOARD DOR \leq 31 MAR
 SEP '06 BOARD DOR \leq 31 MAR
- **TO COL:** JUL '04 BOARD DOR \leq 31 MAR
 JUL '05 BOARD DOR \leq 31 MAR

OFFICE OF PROMOTIONS (RC)



RC AMEDD SELECTION BOARD

PROMOTION ZONES



- **TO CPT:**

- JAN '05 BOARD
- JAN '06 BOARD

DOR \leq 31 JUL 01
DOR \leq 31 JUL 02

- **TO MAJ:**

- JAN '05 BOARD
- JAN '06 BOARD

DOR \leq 31 JUL 99
DOR \leq 31 JUL 00

- **TO LTC:**

- MAY '04 BOARD
- MAY '05 BOARD

DOR \leq 31 MAR 99
DOR \leq 31 MAR 00

- **TO COL:**

- MAY '04 BOARD
- MAY '05 BOARD

DOR \leq 31 MAR 01
DOR \leq 31 MAR 02



RC CHAPLAIN SELECTION BOARD

PROMOTION ZONES



- **TO CPT:**

- FEB '05 BOARD
- FEB '06 BOARD

DOR \leq 31 JUL 01
DOR \leq 31 JUL 02

- **TO MAJ:**

- FEB '05 BOARD
- FEB '06 BOARD

DOR \leq 31 JUL 99
DOR \leq 31 JUL 00

- **TO LTC:**

- OCT '04 BOARD
- OCT '05 BOARD

DOR \leq 31 MAR 99
DOR \leq 31 MAR 00

- **TO COL:**

- OCT '04 BOARD
- OCT '05 BOARD

DOR \leq 31 MAR 01
DOR \leq 31 MAR 02



RC WARRANT OFFICER SELECTION BOARD PROMOTION ZONES



• TO CW3:

- APR '05 BOARD
- APR '06 BOARD

DOR \leq 31 DEC 00

DOR \leq 31 DEC 01

• TO CW4:

- APR '05 BOARD
- APR '06 BOARD

DOR \leq 31 DEC 00

DOR \leq 31 DEC 01

• TO CW5:

- APR '05 BOARD
- APR '06 BOARD

DOR \leq 31 DEC 00

DOR \leq 31 DEC 01



LET'S RETURN TO OUR TIMELINE



- C - day: The board convenes!
 - Mailed documents should have arrived.
- MISSION of a promotion board:
 - To carefully consider the file of every eligible officer in the zone of consideration (if on the RASL, Reserve Active Status List, must be considered).
 - Recommend the officers first considered fully qualified and then considered best qualified for promotion.
 - Identify those officers who should be recommended for involuntary separation ("Show Cause").



MYTHS vs REALITY



- **MYTH:** Knowing a board member helps.
REALITY: Diverse board membership (no two officers from same GO command or same NG State). Board members cannot discuss files amongst each other, separate votes.
- **MYTH:** Branch, Component, State, etc. matter.
REALITY: One selection objective for APL and CH boards. By competitive categories and sometimes AOC for AMEDD boards.
- **MYTH:** Equal opportunity.
REALITY: No special treatment/consideration.
- **MYTH:** Separate or “Secret” instructions exist.
REALITY: Board must follow the MOI signed by the Secretary of the Army. The MOI is released along with board results.
- **MYTH:** The board produces a final Order of Merit List.
REALITY: After the board recesses (departs) individuals considered are either “Recommend” or “Non-Recommend.” No distinction is made between recommended officers with the highest and lowest score.
- **MYTH:** The recommended list can be changed.
REALITY: Only the President of the United States can change the list.



METHODOLOGY



- Board Composition:
 - APL (Basic branches + JA); 13 members.
 - AMEDD; 9 members.
 - Chaplain: 7 members, 4 are Chaplains.
 - Warrant Officer: 7 members, 4 are CW5, at least one AV.
 - Mix of USAR/NG/AC officers.
 - Mix of branches, gender, and ethnic groups.
 - Each board member votes each file, all votes equal.
- The Board uses a numerically based voting method to:
 - Rank order the Educationally Qualified officers considered and draw a “Fully Qualified” and “Best Qualified” cut line.
 - “Best Qualified” line is based upon the “Select Objective.”
 - SEL OBJ is maximum number of officers the board can promote. Found in the Board MOI.



FULLY QUALIFIED vs. BEST QUALIFIED



“FULLY QUALIFIED” OFFICER

- Has met the Military Education requirements.
- Has met the Civilian Education requirements (if required).
- Qualified professionally and morally; demonstrated integrity.
- Physically fit.
- Capable of performing the duties expected in the next higher rank.
- Has performed satisfactorily and shows potential.
- Promote up to select objective, if numbers support.

• “BEST QUALIFIED” OFFICER

- Is a “fully qualified” officer.
- Recommended based on maximum number of selection

OFFICE OF PROMOTIONS (RC)



SCORING



SCORE

6+/-

WORD
PICTURE
TOP FEW - ABSOLUTELY MUST SELECT

5+/-

ABOVE CONTEMPORARIES - CLEARLY SELECT

4+/-

SOLID PERFORMER - DESERVES SELECTION

3+/-

FULLY QUALIFIED - SELECT UP TO SELECT OBJ

2+/-

NOT FULLY QUALIFIED - TOO MANY WEAKNESSES

1+/-

ABSOLUTELY NOT QUALIFIED

SC

SHOW CAUSE FOR INVOLUNTARY SEPARATION



BOARD DECISION TOOLS



LETTER TO
BOARD
PRESIDENT
OTHER
AUTHORIZED
DOCUMENTS

PERFORMAN
CE
DOCUMENTS

BOARD MEMBERS'
EXPERIENCE AND
JUDGMENT

SCORIN
G
CRITERI
A

MOI

PHOT
O

ORB (AGR, IMA, IRR)
DA FORM 2-1 (TPU, NG)

VOTE

COMMENDATORY DOCS
EDUCATION & TRG DOCS
DISCIPLINARY DOCS

BOARD MEMBER

OFFICE OF PROMOTIONS (RC)



AFTER ALL FILES VOTED

- Board Recess
- Results sent to Deputy Chief of Staff, G1
- Assistant Secretary for Manpower and Reserve Affairs reviews
- Chief of Staff of the Army reviews
- Secretary of the Army reviews
- Secretary of the Defense reviews
- President of United States approves
 - COL list also requires Senate approval
- Returned to HR Command - St Louis for release
 - Usually takes about 120 days from recess



APL BOARD STATISTICS



• TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	3907	2207	2300	2605			88%	(1639/1858)			
• 2001	3130	1503	3003	2111			81%	(1297/1609)			
• 2002	2295	1729	2703	1769			99%	(1272/1291)			
• 2003	1520	920	FQ		1089		86%	(839/975)			

• TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	6196	2089	2800	2665			89%	(1783/2013)			
• 2001	5532	1859	2850	2498			83%	(1616/1936)			
• 2002	6523	2033	3243	2884			77%	(1745/2262)			
• 2003	4814	2191	FQ	2720			85%	(1610/1891)			
• 2004	2964			1955							



APL BOARD STATISTICS



- TO LTC:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	4235	1122	1605	2233	70% (1006/1437)	
• 2001	3741	1172	2151	1803	80% (949/1180)	
• 2002	3382	1293	1836	1605	93% (1045/1119)	
• 2003	3338	1337	1914	1679	87% (1187/1360)	

- TO COL:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED Q</u>	<u>FT CONS ED Q %</u>
• 2000	3252	550	550	3066	26% (302/1141)	
• 2001	2990	656	656	2818	38% (356/935)	
• 2002	3326	759	759	3132	38% (537/1416)	
• 2003	3047	338	338*	2853	24% (255/1059)	



AMEDD BOARD STATISTICS



- **TO CPT: (2003 BOARD)**

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	451	328	FQ	407			88% (284/323)
• DE	23	18	FQ	22			83% (15/18)
• MS		234	174	FQ	220		84% (161/192)
• SP	103	86	FQ	96			89% (81/91)
• VC	9	9	FQ	9			100% (9/9)

- **TO MAJ: (2003 BOARD)**

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	725	280	286	350			89% (208/233)
• DE	63	56	FQ	60			93% (56/60)
• MC	252	208	FQ	218			97% (177/183)
• MS	212	129	135	146			91% (114/125)
• SP	32	25	97	30			89% (24/27)
• VC	16	6	6	15			42% (5/12)



AMEDD BOARD STATISTICS



- TO LTC: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	531	107	107	531			24% (77/315)
• DE	36	23	FQ	36			84% (21/25)
• MC	189	108	FQ	189			70% (91/130)
• MS	199	66	66	143			51% (65/128)
• SP	66	22	22	66			47% (17/36)
• VC	13	5	5	13			42% (5/12)

- TO COL: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	535	42	42	534			20% (16/82)
• DE	109	23	23	108			48% (11/23)
• MC	304	62	62	298			40% (37/93)
• MS	372	29	29	359			18% (17/97)
• SP	68	8	8	68			45% (5/11)
• VC	25	1	1	25			20% (1/5)



CHAPLAIN BOARD STATISTICS



- TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	32	15		FQ		17		85%	(11/13)		
• 2003	37	23		FQ		26		92%	(22/24)		

- TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	80	48		75		49		98%	(39/40)		
• 2003	45	28		FQ		30		93%	(25/27)		

- TO LTC:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	86	35		49		39		93%	(26/28)		
• 2003	93	44		49		46		97%	(37/38)		

- TO COL:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	110	23		23		93		41%	(11/27)		
• 2003	98	19		19		84		35%	(11/31)		



USAR CHIEF WARRANT OFFICER



- TO CW3:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	440	288	FQ		440		75% (277/368)
• 2003	419	272	FQ		418		74% (251/339)

- TO CW4:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	358	103	FQ		153		74% (85/115)
• 2003	297	118	FQ		166		75% (92/123)

- TO CW5:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	290	51	51*		290		17% (30/178)
• 2003	218	17	23*		218		13% (14/104)

* SEPARATE SELECT OBJECTIVE BY MOS



HOW CAN LEADERS HELP ?



- Get their officers educationally qualified!
- OERs
 - Timely
 - Consistent/clear message to Board Members
- Spread the word:
**ED QUAL +
PARTICIPATION
= SUCCESS!
OFFICE OF PROMOTIONS (RC)**



USEFUL CONTACT INFORMATION

- <HTTP://WWW.2XCITIZEN.USAR.ARMY.MAIL/2XHOME.ASP>
 - HR Command Website; view actual board file on-line about 60 days before board convenes.
- <HTTPS://WWW.2XCITIZEN.USAR.ARMY.MIL/SOLDIERSERVICES>
 - USAR evaluation processing status website
 - 1-800-648-5484
- HTTPS://WWW.US.ARMY.MIL/PORTAL/PORTAL_HOME.JHTML
 - To get an Army Knowledge On-line account.
- 1-877-215-9834
 - Promotion status; voice automated system (with options for direct contact)



USEFUL CONTACT INFORMATION

- **To have documents put on OMPF/PERMs mail to:**

Human Resources Command - STL
ATTN: AHRC-CIS-PV
1 Reserve Way
St. Louis, MO 63132-5200

- **To process USAR OER prior to board; submit certified true copy to:**

Human Resources Command - STL
ATTN: AHRC-PSV-EO
1 Reserve Way
St. Louis, MO 63132-5200

- **Documents not in on-line electronic file, mail to::**

President, 2004 LTC APL Selection Board (put in your board title)

ATTN: AHRC-MSL-P
1 Reserve Way
St. Louis, MO 63132-5200

- **Board Results:**

OFFICE OF PROMOTIONS (RC)

<https://www.perscomonline.army.mil/select/promo.htm>



LAST SLIDE!



Questions
Comments
Concerns

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